NAVRESREDCOMREG EIGHT NCC (AW) GEORGE

http://www.salts.navy.mil/redcom

- 1998
- and the
- years
- ahead

Overview

- **Sponsor program**
- **Indoctrination**
- **Professional Development Board**
- **Command Advancement Program**
- **Career Information Program Management**

Sponsor Program Update

- **“First Impressions are hard to get back”, a second time!**
- **Evaluate, train and counsel all prospective Sponsors tasks.**
- **Enhance Reserve Center Recruiting Liaison.**
- **Screen each prospective affiliate when possible; Your command Vision, Mission & Commitment and member responsibilities.**

Career Information Program Management

- **Provide "time sensitive" retention information.**
  - **Utilize today's informational technology**
  - **Provide command training on Career Information Training Course (CITC).**
- **Continue quality improvement on retention climate issues.**

Retaining our SELRES

- **Accessions:**
  - **Liaison with Reserve Recruiting to improve Sponsor Program .**
- **Attrition:**
  - **Must reduce attrition: SELRES loss from recruitment through their first enlistment.**
- **Retention:**
  - **Monitor and Reduce UNSAT drill performance.**

All Hands Survey 1997

Morale

LEADERSHIP
Including Chi
& Officers

ACDUTRA
Opportunities

Education
Benefits

Pay/Advancement

Quality of Life

Survey Respons

USNR Goal Card

- **Help mentor our new members…. affiliation throug first enlistment**
- **Developed November 96 for….REDCOM REGION EIGHT**
- **Distribution at CMC conference in Jan 1997**

USNR Navy Goal Card

Personal Goals

Commitment

Educational

Training

Advancement Go

Give Them a Plan to Succeed !

- Successful sailors have found that setting goals..... professional as well as personal early in their career ensured their success!
- Supports our NAVY CORE VALUES:
- HONOR, COURAGE & COMMITMENT
- Encourage and support Good Habits....professional and personal.

Retention Efforts:

- **Improve first-term retention**
- **Reemphasize retention and educational programs**
- **Referrals NAVET and prior service to Recruiting.**
- **Promote a climate for “Can Do”, achievement.**
- **Continue positive trend toward advancements.**

Retention Efforts Continued:

- **Protect compensation/retirement benefits….support your congressional liaison/lobbyist organizations.**
- **Enhance advancement, education and training**
- **Computer based assignment system for active members “JASS”.**
- **Bottom line: Make the Navy a place…. people want to stay!**

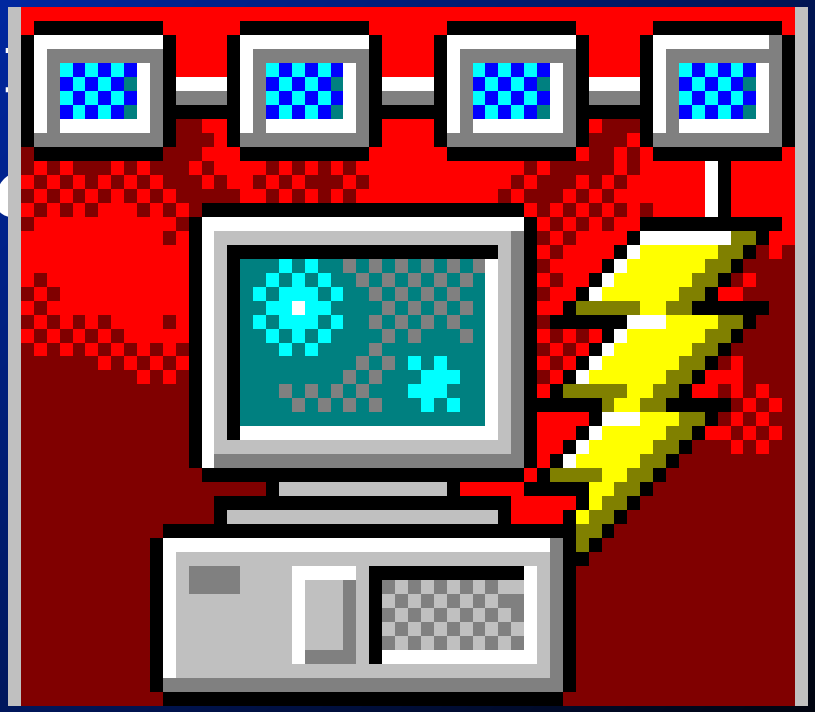
Interactive Voice Response (IVR)

- **Provides access to information on:**
  - **Advancement results**
  - **Status of transfer orders**
  - **SRB and ENCORE**
  - **Fleet Reserve requests**

1-800-NAVY-789

Internet - "E" Mail Connection

- **24 hours per day, world-wide access**
- **PXXX@BUPERS.**
- ***Link* and *Perspec***



Average Years of Service for Advancement

	E-4	E-5	E-6	E-7	E-8	E-9
Army	*1.9*	*4.6*	*8.8*	13.9		18.3
	21.4					
USAF	2.8	7.3	12.2	15.8		18.8
	21.7					
USMC	3.0	5.5	10.4	14.8		18.6
	22.3					

Advancement Opportunities

	Steady FY94	Career Adv FY95	FY96	FY97	State Opportunity
E-9	4%	8%	11%	15%	14% 45%
E-8	7%	8%	10%	10%	10% 30%
E-7	11%	11%	16%	TBA	16% 45%

FY-97 CPO Selectees

- **Total Selected: 4582**
- **Warfare Qualification:**
  - **(SW): 27% (AW): 23%**
  - **(SS): 15% (SCW): 25%**
- **NEC Qualification:**
  - **Recruiter: 22%**
  - **Company Commander: 33%**
  - **Command Career Counselor: 27%**
- **Advanced Education:**
  - **Of those advanced, 10% had earned Associates, Bachelor's or Master's Degrees**

Pentagon Voting Information Center

- **Recorded announcements from incumbent Governors, Senators and Congressman from your home state.**
- **Gain information about voting in primaries and general elections.**
- **Sailors may leave a voice message for their Congressional Representative.**

- **DSN 223-6500 or (703) 693-6500**

Career Information Program Management (CIPM)

The Program and the Approach

Background

- TQM based program
- Developed in 1978
- Approved by Navy in 1980
- Mandated for full implementation by 1984

Background

- Program built on premise that the best career information and guidance comes from the member's immediate chain of command.
- Implementation did not allow for restructuring, retraining or reculturing of Navy. ("North wind Theory"!)

Program Elements

- Career Information Team
- Personnel Entry System
- Professional Development Program
- Interview System
- Communications System
- Loss Tracking System
- Program Evaluation System
- Program Manager
- Officer Career Development System

Career Information Team

Departmental/Divisional/Unit Career Counselors

- Ratio 1:30 enlisted personnel
- All personnel support functions
  - Personnel, Disbursing, Admin, Training, COI
- Meets routinely for training and administration of the program

Management Tips

- **Discuss roles and responsibilities of the Team *before* you write your command instruction.**
- **Use an established criteria to evaluate command efforts.**
- **Reward and praise their work.**

Personnel Entry System

- **Sponsorship**
- **Check-in Process**
- **Indoctrination**
- **Professional Development Board**

- ***Command Master Chief has oversight responsibility for the Personnel Entry System***

Sponsorship Program

- **Assists member's arrival and reporting to new command**
- **Pro-active**
- **Allows feedback**
- **Sponsors need to be hand-selected and trained**
- **Links with family programs**

Management Tips

- **Use a “You’re home now!” philosophy**
- **Develop Sponsor Training**
- **Use a critique system**

Check-in Process

- Primarily administrative in nature
- Complements Sponsorship and Indoctrination efforts
- Lengthen time given for process, minimize p[illegible]es steps

Management Tips

- **Make sure each stop is essential**
- **Involve spouse, children**
- **Don’t limit check-in just to the command/Reserve Center**

Indoctrination Process

Indoctrination

- **Designed to assist member's transition into the command:**
- **Best place to support REGION EIGHTS STRATIGIC PLAN which includes: Our Mission, Vision and Guiding principles. The Principle areas are:**
- **Montgomery GI BILL eligibility information….. page13 Statement of Understanding is required on all hands.**
- **Indoctrination is for…. All Hands!**

Personnel Entry System

New Sailors

Sponsorship
Check-In
Indoctrination
Professional Developm
Board

Personnel Entry System

Sponsorship
Check-In
Indoctrinatio

Unit / Dept

Professional Development Program

Career development plan….Goal Card?

Professional Development Board

- **Process for E-9 and below.**
- **Board composition, configuration, duties and responsibilities determined by the individual command.**
- **Documentation is important.**
- **Annual update strongly recommended.**
- **Informal settings work best.**

LOOKING FOR YOUR GOALS ?

- PDB Interview
- Off-Duty education
- National Apprenticeship Program
- Clep/DSST exams
- Advancement
- Commitment

Professional Development Board (Cont.)

- **Apprentices (E1-E3)**
- **Journeymen (E4-E6)**
- **Supervisors (E7-E9)**

- **Focus on *both* military and in-rate development**

Professional Development Indicators

- Warfare qualification
- PQS
- Civic Involvement
- Command Activities
- Collateral duties
- Off-Duty Education
- In-rate PQS
- “C” schools
- Corresspondence Courses
- Medical Qualifications
- Firefighting
- Underway watches
- Instructor

Professional Development Board (Cont.)

- **Counseling and guidance should be based long term goals and objectives.**
- **Commands with strong communication and training programs can employ this program within the petty officer ranks.**

- **Bottom-line: "GIVE THEM A MAP"!**

Interview System

- Reporting (Within 30 days)
- Retention (18 mos active duty)
- Incentive (12 mos PRD/EAOS)
- 17 Year Monitoring (15-18 YOS)
- Pre-Separation Interview (90 days)

Interview System

- **Group presentation this month, interview next month.**
- **Interviews may be conducted by Departmental or Divisional Career Counselor.**
- **Follow-up interview to be conducted by Command Career Counselor.**

The Decision Process

Workcenter

Continues development plan or uses Individual Transition Plan

Naval Reserves

Navy Caree

Civilian Life

Communications System

- **Ensures career information is communicated throughout the command**
- **Consists of regularly scheduled announcements on programs**
- **Stimulates two-way communication in the command**

Management Tips

- **Reverse Request Chits**
- **Exchange of Command Day**
- **Striker Job Fairs**
- **Golden Opportunity Programs**

Loss Tracking System

- Tracks all personnel within 12 months of PRD and/or EAOS/EOS.
- Supports long term personnel management functions.
- ENCORE considerations: (active duty).
- TAMP consideration: (active duty).

Management Tips

- **Study retention factors within the command**
  - **Analyze all losses every six months.**
  - **Research your paper trail**
  - **Determine attrition factors**

Program Evaluation System

- Command Assessment
  - Internal / External look at program
- - Look for Loss trends

- Publish the results of the survey
- Merge Plan of Action and Milestones with Golden Anchor package
- Focus command attention on strong and weak points of program

Program Manager

- **Generally an NC or NEC-9588**
- **Paygrade E-6 or E-7**
- **Must have ISIC support**
- **Trained to work independently**
- **Only “entry level” training currently available**

Program Manager

- **NC conversions**
- **Submit a complete package**
- **Meet all eligibility requirements**
- **Ensure experience is clearly documented**
- **Do not fax applications**

Officer Career Development System

- **Responsibility of CO and XO to conduct and document officer counseling efforts**
- **Senior enlisted responsibility to screen, select and nominate officer candidates via Command Professional Development Board**

CIPM Strategic Plan

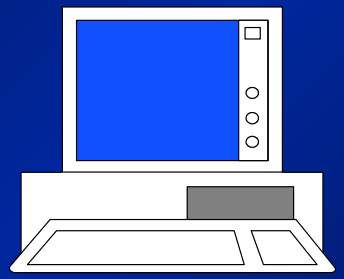
Vision Statement

- **The purpose of the Navy Career Information Program is to ensure each Sailor, active or reserve, wherever stationed, be provided with a sufficient quantity and quality of career information, in a timely manner, to allow them to make sound career decisions.**

Goals and Objectives

- Optimize the use of automation
- Utilize one set of rules and regulations to govern the program
- Properly staff the program
- Provide the most qualified personnel resources

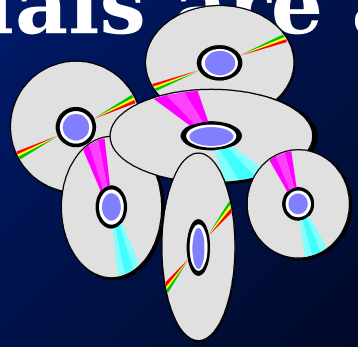
Automation



- **While retaining the human element, optimize the use of automation, shared databases and advanced technologies.**
- **Ensure Sailors have this information available at the unit / workcenter level.**
- **Have computers available at Reserve Centers for BUPERS ACCESS**
- **CNO RETENTION TEAM shares Retention presentations**

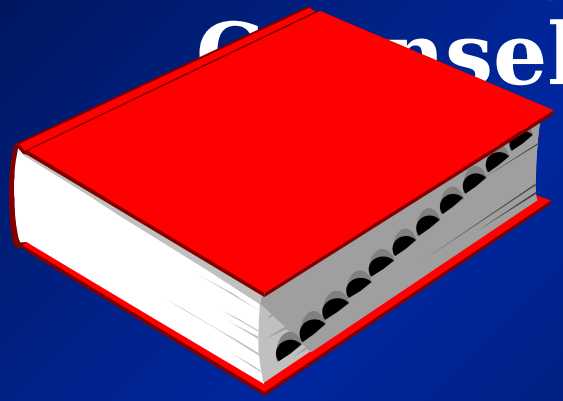
Rules and Regulations

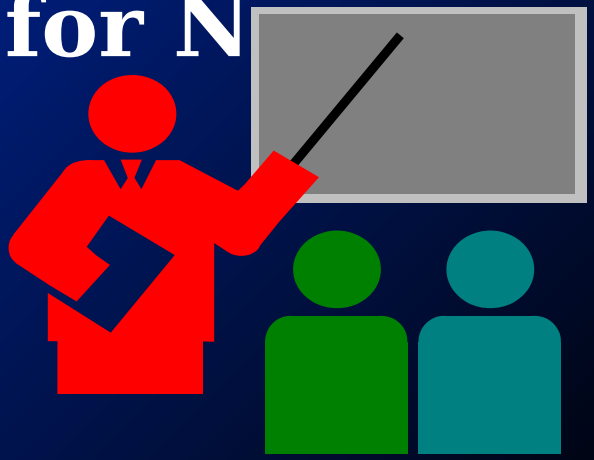
- Develop and implement one standard instruction clearly defining the requirements to support the program.
- BUPERSMAN, OFFTRANSMAN
- ENLTRANSMAN
- Retention Team Manuals are all on CD-ROM



Qualified Resources

- **Train highly qualified Collateral Duty Career Counselors**
- **Develop and implement a training continuum for N Counselors**





Summary

- CIPM is essential for career development of all Sailors
- Pro-active measures will ensure success
- Senior enlisted leadership need to be active participants

CNO Career Information Team

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